



AGENDA

TUESDAY, APRIL 25, 2023

10:30 AM – 12:30 PM REGISTRATION OPEN

11:45 AM – 12:30 PM LUNCH

12:30 – 1:00 PM WELCOME ADDRESS

1:00 – 2:30 PM KEYNOTE ADDRESS **JOURNEY TO ENGAGEMENT: HR REALITIES IN A POST-COVID WORKPLACE**

Eddie LeMoine, Author | Speaker | Corporate Trainer

Are you ready for the newest shortage and price hike? It's not housing or lumber. The latest deficit will be human capital, widespread and felt by every business sector. This labour shortage will obsolete the old ways of attracting, retaining and inspiring. Employers will need to find new ways to attract employees, hang on to the ones they have, and build capacity with their existing team. In addition, many employers will see the globe as their recruitment opportunities; you now have to compete against your local competition for people and places like New York, the UK, or Brazil.

Many employers have changed how they work, and as we come out of the pandemic, employers and employees will look for a new normal. What will that look like for you? One thing is for sure; it will never go back to how it was before the pandemic. Employers and employees must adapt to the new reality in the job market. Research shows exciting trends that will undoubtedly impact your organization as we come out of the pandemic.

We are heading into some very challenging times regarding the Canadian employment market. Join Eddie LeMoine as he guides you through employment trends and why the old ways of managing people may not work in the future. Eddie will help you understand today's employment challenges and how to be best prepared for a successful future.

2:30 – 3:00 PM NETWORKING & NUTRITION BREAK

3:00 – 4:30 PM INDUSTRY ROUNDTABLE **CAREERS ACROSS SASKATCHEWAN**

Various Saskatchewan Industry Associations

Participants will have an opportunity to connect with industry associations and organizations to learn about career opportunities and employment outlook information from several sectors.

Industry associations will include: Agriculture in the Classroom SK, Forest Saskatchewan, ICTC-CTIC/SaskTech, Saskatchewan Apprenticeship and Trade Certification Commission (SATCC), Saskatchewan Construction Association, Saskatchewan Health Authority (SHA), Saskatchewan Mining Association, Tourism Saskatchewan.

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AGENDA

WEDNESDAY, APRIL 26, 2023

7:30 – 8:30 AM REGISTRATION & BREAKFAST

8:30 – 8:45 AM WELCOME & DAY 1 RECAP

8:45 – 10:00 AM

KEYNOTE
ADDRESS

INTENTIONAL LEADERSHIP

Olivia McIvor, Author | Speaker | Culture Enricher

Being intentional is a simple concept - too simple, some might think to provide a solution to the complex challenges of work. But it is precisely this simplicity that gives intentionality such power to affect positive change from the frontline to the boardroom.

When integrated throughout a department or organization, it becomes a standard for decision-making with the power to lift the emotional culture up and enrich it. Being intentional provides an easily understood 'benchmark' for recharging individuals amid the daily changes of today's transitional workplace.

This inspirational and thought-provoking session will bring to life the true value of being an intentional leader at work through the exploration of the 12 Character-Building Traits that raise one's self-awareness and personal accountability for the development of a respectful and caring workplace. Your group will complete an "Intentional leader" assessment to be shared during the presentation. Truth be told, no one can motivate you but you. An individual's habits, thoughts, and words become their character, which turns into positive or negative action. This session presupposes that everyone is a leader, and each is accountable and responsible for personally building positive character and habits that translate into self-motivation. Selected character-building traits will be explored to build a strong foundation under the three themes of self, colleagues and community.

10:00 – 10:30 AM NETWORKING & NUTRITION BREAK



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AGENDA

WEDNESDAY, APRIL 26, 2023: CONTINUED

10:30 – 11:45 AM

SESSION #1

BEGIN WITH THE END IN MIND: CONNECTING MENTAL HEALTH OUTCOMES TO CAREER DEVELOPMENT

Michael Huston, Mount Royal University & Dr. Dave Redekopp, Life Role Development Corp

Linking career development and mental health has a significant impact on our work and our clients. This session investigates the characteristics of five dominant components of mental health and illustrates how career development practitioners might recognize, assess, and facilitate their development and expression. Diving deeper into the five dominant mental health outcomes will often bring the conversation back to the career development practices you use routinely. A simple tool to guide this conversation will be provided and demonstrated in this session.

SESSION #2

CAREER DEVELOPMENT ACROSS CANADA AND AROUND THE WORLD

Sareena Hopkins & Deirdre Pickerell, Canadian Career Development Foundation

Interested in the idea of a Professional Centre devoted to supporting our field? What about our new competency framework, code of ethics, or national certification? Keen to learn about how initiatives like Global Career Month or the "so much more than talking about jobs" campaign are amplifying the impact of career development? Wondering how you can join the movement to advocate for a UN Career and Livelihood Day or what this even means? Come and learn about the latest national and international initiatives, learn how to get involved, and share your ideas about what our profession needs next.

SESSION #3

RECRUITING, TRAINING AND COACHING INDIGENOUS TALENT FOR IN-DEMAND INDUSTRIES

Michelle Brooks, Tokata HR Solutions - A Division of FHQ Developments

Tokata HR Solutions is the Indigenous Recruitment Division for FHQ Developments. In this session, you will learn about how we developed a long-term Indigenous HR Strategy where we bring career awareness, and opportunities, to the largest growing Indigenous demographic in Canada. You will hear how we use our expertise and passion to recruit, train and coach Indigenous Talent for the in-demand industries of the organizations we work with.

SESSION #4

BEST PRACTICES: THE ONE-STOP-SHOP - A HOLISTIC APPROACH IN SUPPORTING THE NEWCOMER JOURNEY OF SETTLEMENT AND EMPLOYMENT

Lindsay Dumanski, Jolene Kindiak & Danylo Puderak

Explore best practices for supporting newcomers and connecting them to Saskatchewan's Labour Market. Join us for a panel discussion on how the 'One-Stop-Shop' inspired collaboration among Saskatchewan communities, services providers, and industry to come together to help newcomers settle in Saskatchewan. This session will discuss the transformation of the 'One-Stop-Shop,' the positive impacts it had on industry and local business, and how the model can be applied and continue to evolve to best serve newcomers, employers, and our province.

AGENDA

WEDNESDAY, APRIL 26, 2023: CONTINUED

11:45 AM – 12:30 PM LUNCH BREAK & EXHIBITOR BOOTHS

12:30 – 1:45 PM

SESSION #1

CRACKING THE GENERATIONAL CODE: IMPRINTS, IMPACTS AND INFLUENCES IN TODAY'S COMPLEX WORK WORLD

Olivia McIvor, Author | Speaker | Culture Enricher

Generations are not defined as much by date of birth as they are about a collective group of individuals' shared experiences that have shaped how that generation specifically views the world. These shared experiences the research calls imprints-- marks left by positive and negative pressures that influence behaviours and both intrinsic and extrinsic motivations for each generation. From the moment we are born, we are receiving information and sharing experiences that leave us with lasting impressions and form our assumptions and beliefs about life and, inevitably, our work. Understand imprints, and you can understand what motivates each generation. Join us for a fascinating and engaging exploration of the imprints and motivators of several of the now 5 generations in our workplaces to learn each generations Request, Work Credo and life Approach. This session will explore what matters most and how it can enhance collaboration and engagement.

SESSION #2

EMPLOYMENT INCLUSION FOR PEOPLE LIVING IN RURAL COMMUNITIES

Bernice McKen & Elaine McGill, SaskAbilities – Partners in Employment

This workshop offers solutions to common challenges faced when delivering supported employment services in rural communities while identifying and exploring opportunities specific to rural areas. By focusing on employee strengths and building relationships with businesses, this networking system provides support to both employees and employers.

SESSION #3

SUPPORTING UNDER-REPRESENTED INDIVIDUALS THROUGH WORKFORCE DEVELOPMENT INITIATIVES

Michele Ellingsen Ailsby, Saskatchewan Polytechnic

Learn about the successes and learnings in supporting under-represented, unemployed, and/or under-employed individuals in skills training and/or post-secondary education through the sharing of stories and be inspired to think outside the figurative box. By providing supported programming, individuals were able to participate and complete education/training, while also developing their Skills for Success, and in so doing make a positive and meaningful connection to the Saskatchewan labour market.

SESSION #4

PANEL DISCUSSION ON THE FUTURE OF CAREER DEVELOPMENT

Sareena Hopkins & Deirdre Pickerell, Canadian Career Development Foundation; Dr. Norm Amundson, Doubleknot Works; Dr. Dave Redekopp, Life Role Development Corp

Career development is integral to strong educational and labour market systems and individuals' well-being. This resonates with countries worldwide and transnational bodies, such as the OECD, ILO, and World Bank. Yet, globally, the career development sector faces common challenges: limiting policies impeding our work, unstable and inadequate funding, and minimal public awareness. Closer to home, Canadian CDPs face more complex clients, a chaotic labour market, and systemic challenges to good practice. Join the conversation as our panel discuss the strengths, threats, and opportunities within Canada's career development sector.

AGENDA

WEDNESDAY, APRIL 26, 2023: CONTINUED

1:45 – 2:00 PM NETWORKING BREAK

2:00 – 3:00 PM **SESSION #1** **DESIGN THINKING AND METAPHOR FOR INNOVATIVE DECISION-MAKING**

Andrea Fruhling & Dr. Norm Amundson, Doubleknot Works

Join Norm Amundson and Andrea Fruhling in this brand-new, actively engaged workshop! Connecting design thinking strategies with metaphor and career development, learn new techniques for making quick and effective decisions. Participate in a process that will help you support your clients to identify challenges and discover new possibilities. Hear how these techniques have been used in a broad range of contexts, from individual career coaching to reimagining service delivery for newcomers. Be prepared to connect with others, participate, and have fun!

SESSION #2 **INDIGENOUS WORLD VIEW JOB COACHING**

Deirdre Lavallee & Marc Okihcihtaw, Saskatchewan Indian Institute of Technologies

SIIT-Career Centres share their case management process using the Circle of Courage Model, supporting jobseekers from work ready to labour-ready. In employment counselling, the Circle of Courage can be used to help clients understand the importance of having a sense of belonging in their workplace, the need for opportunities to learn and grow in their jobs, the value of having autonomy and decision-making power, and the benefits of contributing to the workplace and community.

SESSION #3 **HARASSMENT PREVENTION IN THE CLASSROOM**

Nicole White, Enough Already SK

The Enough Already team will walk you through our interactive bystander leadership training. This workshop will support you to:

- Identify harassment in the workplace
- Understand how it impacts Saskatchewan workplaces and classrooms
- Have tools to prevent, address, and respond to harassment
- Know the supports available if you have been impacted

SESSION #4 **THINKING ABOUT ENTREPRENEURSHIP AS A CAREER PATHWAY?**

Ryssa Alaracn, Elisha Esmail & Tarrant Cross Child

Come and join us to hear Saskatchewan entrepreneurs' thoughts on what Entrepreneurship is, what it isn't, the importance of community involvement, and what was learned throughout.

AGENDA

WEDNESDAY, APRIL 26, 2023: CONTINUED

3:00 – 3:15 PM NETWORKING & NUTRITION BREAK

3:15 – 4:00 PM KEYNOTE ADDRESS **A PERSONAL JOURNEY: FROM BATTLING ADDICTION TO BECOMING A SUCCESSFUL ENTREPRENEUR**

Cody Demerais, Entrepreneur | Speaker | Change Maker

Join Cody in this presentation as he takes you on an inspiring journey of hardship that catalyzed his new perspectives on self, motivation, and resilience. With incredible hindsight and wisdom, Cody tells his story of dealing with an ongoing battle with addiction, mental health, and run-ins with the law. Using his experiences, Cody enlightens us with ways to transform ourselves despite our circumstances, heal from traumatic experiences, and positively affect those around us to do the same. These are the defining moments that would inspire him to completely transform his life to become an authentic storyteller, an entrepreneurial change maker, and a proud and active member of his Métis community.

4:00 PM CLOSING & THANK YOU



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